

NONDISCRIMINATION POLICY

Newberry School of Beauty admits qualified students of any race, color, national or ethnic origin, sex, age, disability, religion, sexual orientation, gender identity, veteran status, or marital status to all the rights, privileges, programs, and activities generally accorded or made available to students at the School. Consistent with its obligations under the law, in the administration of the School's programs and activities, Newberry prohibits unlawful discrimination on the basis of race, color, national or ethnic origin, sex, age, disability, religion, sexual orientation, gender identity or expression, veteran status, marital status or any other characteristic protected by applicable law; Newberry also prohibits unlawful harassment including sexual harassment and sexual violence.

AMERICANS WITH DISABILITIES ACT (ADA) POLICY

Newberry School of Beauty will also provide auxiliary aids and services when necessary to provide effective communication. Additionally, Newberry School of Beauty will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy programs, services, and activities. Newberry School of Beauty will make a good faith effort to provide reasonable modifications to courses and examinations. Some examples of these include:

- (1) Individuals with service animals (not emotional support animals) are welcome
- (2) Auxiliary aids and services such as notetakers, qualified interpreters, assistive listening systems, and qualified readers during coursework or exams,
- (3) Modifying an examination to include changes in the length of time permitted for the completion of the exam or adapting the manner in which the examination is given, and
- (4) Modifying a course, such as changes in the length of time permitted for the completion of the course, substitution of specific requirements, or adaptation of the manner in which the course is conducted or course materials are distributed.

Please contact Ms. Pam Barker or Ms. Sheri Rushforth, to request reasonable accommodations, modifications, or auxiliary aids or services. All requests must be in writing. Ms. Barker and Ms. Rushforth are located on campus at 16852 Devonshire Street, Granada Hills CA; 818-366-3211. You may also email Newberryinfo@gmail.com Individuals may also file complaints directly with the Office for Civil Rights, within the United States Department of Education, by following the information on:

<https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

This policy applies to all Newberry programs and activities both on and off-campus. The above policy applies to both students and staff/employees of Newberry School of Beauty.